

Arkansas Department of Education
Professional Licensure Standards Board (PLSB)
Friday, September 2, 2016
8:00 a.m.

A meeting of the Professional Licensure Standards Board was held in the ADE Teacher Licensure Conference Room at #4 Capitol Mall, Room 108, Little Rock, AR, on September 2, 2016. Members of the Board present were Ms. Kathy Howell, Chair; voting members: Dr. Shelly Albritton; Dr. Susanne Bailey; Ms. Lisa Baker; Ms. Brenda Brown; Victoria Groves-Scott; Dr. Mary Gunter; Ms. Lillian Hemphill; Dr. Donny Lee; Dr. Zaidy MohdZain; Dr. Greg Murry; Ms. Cindy Romeo; Todd Sellers; Non-voting members: Ivy Pfeffer and Tonya Williams. ADE staff members in attendance were Jennifer Liwo, Eric James, Cheri Rolett and Cheryl Reinhart. Attending guest speaker was Joan Luneau

1. Call to Order – The meeting was called to order by Kathy Howell, Chair

2. Approval of Minutes – Kathy Howell, Chair

Dr. Zaidy MohdZain asked that he be removed from acting chair. Ms. Howell noted this change. Motion made by Dr. Zaidy MohdZain and seconded by Ms. Brenda Brown to approve the minutes as submitted. Minutes were approved by a unanimous vote.

Review of Budget – Kathy Howell, Chair

Ms. Pfeffer discussed the PLSB budget, cash in the bank, licensure fees and fines to replenish the PLSB account. The cash reserves need to be spent and that we are closer to running a balanced budget. The move to building C has saved PLSB money by not paying rent. There have been some staff changes in the PLSB division. The numbers show it takes around \$900,000 to operate the PLSB division. We have up to \$1.5M allotted that PLSB can spend.

Dr. Greg Murry brought up the fee structure and asked if it was represented in this budget analysis. Ms. Pfeffer responded that it was not represented in this budget analysis.

3. Action

a) Approval of Art Praxis Test - Joan Luneau

Ms. Luneau discussed the positive aspects of the Art Praxis Test. The Art Praxis Test has a 70% pass rate for K-12 for Art and History. The current test is in September and if adopted the test date would be moved to October. The current cut score is 161. Currently, eleven states are using the current Art Praxis Test and twenty-five states are using the new Art Praxis Test. She mentioned that the month of June would be for Ed Prep for the faculty. Dr. Zaidy MohdZain recommended a representative be on the panel for K-12 Art Praxis Test. Todd Sellers ask if there was a program for “dummies” to find licensure information to help teachers with classroom prep, tests, etc. and to help better serve the students. Ms. Luneau conveyed that there are tools such as videos, flowcharts on the ADE Licensure website. ADE is in the process of updating the website with more tools. Dr. Donnie Lee brought up that teachers and principals need Ed Prep to better help the

Motion made by Dr. Zaidy MohdZain to adopt or approve the Art Praxis Test score of 158; seconded by Lisa Baker. Motion passed by a unanimous vote.

b) Approval of any PLT as an optional Pedagogical assessment for Foreign Language – Joan Luneau

Ms. Luneau discussed the probability of taking the Foreign Language class four times a year. As another option, the Pedagogical assessment test was discussed to make licensure easier. Dr. Mary Gunter and Dr. Donny Lee discussed the Pedagogical test and a prep program for Foreign Language. Ms. Pfeffer suggested that a group be brought in and to table this subject until the December meeting. Mr. Donnie Lee was not opposed to taking the test more often. Dr. Mary Gunter made a motion to table this topic until the December meeting; Ms. Howell reiterated that a group would be brought in to discuss this further; seconded by Ms. Joan Luneau. Motion passed by a unanimous vote.

c) Review of audit criteria for Educator Preparation Programs – Joan Luneau

The Education Prep Program started July 20, 2016; Discussion was brought to the table to have a PLSB Ed Prep audit; PLSB to review the evidence. It's not an audit is a review of programs for improvement. Joan Luneau will provide ADE with their findings for review. It will be a two year cycle to review each school; one year to come up with the findings and one year to bring it to compliance. Discussed the PLSB taskforce that met in 2014-15 and what the outcome was from that meeting. A list was created with Ed Prep Programs, discussed the Effectiveness Measure (EPPMS), kept CAEP status, licensure assessment and worked on surveys for employer satisfaction. Ms. Luneau also discussed the compliance percentages, CAEP State Addendum and the state requirement. Discussed the EPP audit schedule with the Board to see if they had any questions. See attached schedule. Discussion was brought to the table that all college websites needed to be reviewed to make sure all criteria matched what is in the records; and to make sure the website is current. Discussion on the CAEP report was brought to the table. CAEP meets October 21-25, 2016. The December meeting is in Washington D.C. this year regarding CAEP. Dr. MohdZain thanked Joan Luneau and ADE for their leadership. Ms. Pfeffer also thanked Joan Luneau for her hard work in preparing the professionals so that they can do their jobs better. Ms. Howell asked Ms. Luneau if the Board would be getting a quarterly report on IHE. Ms. Luneau responded that the Board would receive a quarterly report. Ms. Pfeffer said that there would be more discussion on IHE matters at the December 2, 2016 board meeting. She also discussed that a subcommittee may be needed to discuss these issues separately.

Ms. Howell asked for a motion to accept the Harding criteria as presented on IHE and review it again at the December 2, 2016, board meeting. Todd Sellers made a motion to approve; seconded by Dr. Donnie Lee. Motion was passed unanimously.

d) Need for additional fingerprinting machines – Jennifer Liwo and Cheryl Reinhart

Ms. Liwo, PLSB attorney, discussed the need for more fingerprinting machines. All licensure applicants have to be fingerprinted. Ms. Liwo contacted the Arkansas State Police concerning issues that arose with the alternative Live Scan locations. Only five (5) out of eighty-five (85) locations have agreed to update their Live Scan machines with software needed to transmit information to the Arkansas State Police. Ms. Pfeffer discussed purchasing more Live Scan machines for IHEs and school districts. Ms. Liwo said ten (10) to fifteen (15) additional machines would need to be purchased. Ms. Reinhart estimated the cost per machine at \$10,000, with annual maintenance costs around \$3,000 to \$4,000, totaling \$14,000 to \$15,000 per machine. Ms. Pfeffer stated there was \$225,000 capital in the PLSB budget to use for the purchase of these machines. Dr. Lee discussed IHEs and their need for Live Scan machines. Dr. MohdZain agreed that IHEs need Live Scan machines. Ms. Reinhart stated that portable Live Scan machines would need a dedicated landline and that the ADE and ASP could provide Live Scan Training.

Motion was made by Dr. Murry to purchase ten (10) Live Scan machines. Dr. Murry rescinded the motion. Motion made by Ms. Baker to purchase fifteen (15) Live Scan Machines; seconded by Dr. Lee. Motion passed unanimously.

e) Alternate members of Evidentiary Hearing panel – Jennifer Liwo

Ms. Liwo discussed having alternate evidentiary hearing panel members. She stated there was a need for three (3) to five (5) alternates. Ms. Liwo stated that the make-up of the alternate hearing panel members would need to align with the provisions of Ark. Code Ann. §6-17-428 (b) (1) (C). Ms. Liwo asked for nominations from the Board. She asked that the nominations be emailed to her. Ms. Liwo stated that the alternate hearing panel members would need training. Ms. Howell asked that all nominations be sent to Ms. Liwo by November 1, 2016. All nominees will be voted on in the December 2, 2016, PLSB full board meeting. Ms. Liwo said no alternates were needed for the November evidentiary hearing.

4. Discussion and Reports

a) Update on PLSB cases, trainings, and field work – Eric James

Chief Investigator James discussed that there are currently a total of seventy-nine (79) cases. Thirty (30) are completed, but at the reasonable belief stage and there are forty-nine (49) open investigations. The September 9, 2016, evidentiary hearing was canceled. The next evidentiary hearings are scheduled for October 14, 2016, and November 18, 2016.

The data attached (*Handout given to the ethics-subcommittee*) starts in July 2016, beginning with the 17-000 cases which shows the university of the educator who has been alleged to have violated the code of ethics. This information was compiled per the request of the board members. See the attached report with the data compiled on gender breakdown and the university breakdown of educators with a BA/BS degree.

Mr. James discussed the Ethics Presentations scheduled for the 2016-2017 school year which include:

- **Lake Village School District (2)**
- **Lincoln School District**
- **Sheridan School District**
- **Cabot School District (781)**

Approximately 1300 educators in Arkansas School Districts have been trained. In addition to the two presentations at the following universities:

Henderson State University (50)
Arkansas State University (60)

Future trainings scheduled:

- **CBU (September 22nd)**
- **Arkansas Tech (September 28th)**
- ***UAFS (September 30th)**
- ***AEA Conference (November)**
- **UCA (November)**
- **SAU (December)**
- ***Harding (December)**
- ***Henderson State University**
- ***Arkansas State University**

*Denotes the university's that I currently serve two times a year and repeat customers. The **highlighted** schools denotes new universities that have requested presentations.

Dr. Greg Murry asked if males are accused more often than females. Ms. Hemphill gave her thoughts on this that men were more of a main culprit than women. Ms. Hemphill asked that UAPB be scheduled for training. Dr. Donnie Lee said he would like to share this information in his class on ethics. Ms. Howell discussed the accelerated tracks, i.e. masters degrees versus educator traditional program or classification only on licensed educators. Dr. MohdZain asked if the numbers reflected on more efficient trends. Dr. Albritton asked if the numbers were based on training, i.e. pre-service versus in-service. Dr. Albritton also mentioned that the younger educators are having more problems. Ms. Hemphill addressed the issue of inappropriate clothing by the younger generation of educators in the classroom. Ms. Hemphill discussed that the educators who have been teaching longer should hold the younger educators accountable and to help them be aware of the repercussions of their actions. Discussion was brought to the table regarding the training at Lake Village. Mr. James mentioned that school districts can contact the PLSB to schedule training at their facility. Ms. Baker acknowledged Mr. James on his presentation and how well his presentation was received in the schools. Ms. Pfeffer brought up the discussion regarding waivers for teachers being released. They also need the face to face training for unlicensed teachers. Dr. MohdZain asked that surrounding schools come to training being held at SAU. The training isn't excluded to SAU. There was a group discussion on when the training sessions would take place and the possibility of having them on a teacher work day

or on a Saturday. Dr. Gunter asked if it would be appropriate to mix ethics training with teacher prep training.

b) Staffing Update – Eric James

Mr. James discussed the hiring of two senior investigators to help conduct presentations, train the investigative staff, and work on cases. Mr. James will train the new investigators. Mr. James relayed to the Board that investigator Tara Amuimuia had resigned from her position. She will be replaced by another educational investigator. Mr. James relayed to the Board that new positions had been created for two new senior investigators. This will give PLSB five new investigators and Mr. James serving as chief investigator, giving PLSB a total of six investigators. The new senior investigator positions were created in 2015.

c) Update on Legislation Schedule and Process – Ivy Pfeffer

Since last meeting, the Governor's has provided guidance on the legislative schedule and process.

d) Update on Code of Ethics/Professional Conduct Rules – Ivy Pfeffer and Jennifer Liwo

Ms. Liwo provided a status update on the proposed amendments to the Code of Ethics for Arkansas Educators and the public comments regarding same. Ms. Liwo and Ms. Pfeffer explained that the amendments concerning the existing licensure fee structure were being reconsidered in favor of temporarily maintaining the current licensure fees. As this would be a substantive change, the proposed amendments would need to be placed on the State Board of Education's agenda for review and approval.

e) Gates Foundation Early Learning partnership – Tonya Williams

Ms. Williams discussed the Bills Gates Foundation and its early learning partnership.

- a. They are very interested in Arkansas and helping our state.
- b. Arkansas is a recipient of current policies, advocates with additional funding
- c. Discussed the quality of current programs
- d. The Gates Foundation has selected Arkansas to work with our state; focusing on advocacy and teaching birth to pre-K.

f) Opportunities for Stakeholder Engagement regarding the Arkansas Accountability Plan-ESSA – Tina Smith

Discussed the website and its purpose. The website allows for students, parents, educators and anyone who is interested to make comments in a public forum. This is a new program to Arkansas. It is designed to help parents and students better communicate as to what is happening in the community and their school district. Encouraged the Board and educators to sign up to receive the newsletter and updated information. Ms. Hemphill discussed the Ambassador program and if she could share it with others.

Ms. Smith commented that you don't have to be an educator to be an ambassador. All comments will be recorded and made public.

g) Updating Standards & Ethics Conduct – Kathy Howell added this to the agenda

Ms. Howell discussed the strategic planning meeting that was held on Thursday, September 1, 2016.

They came up with a list of values:

Professionalism

Ethical Behavior

Learning

Growth

Progress

Impact on Students

The next board meeting will be held on December 2 2016, at 8:00 a.m. Location to be announced at a later date.

There being no further business, the meeting was adjourned.